



STATE OF WASHINGTON

# BOARD OF PILOTAGE COMMISSIONERS

*Sheri Tonn, Chair, Board of Pilotage Commissioners*

*Jaimie Bever, Executive Director, Board of Pilotage Commissioners*

**Presentation to the Joint Transportation Committee**

**November 15, 2017**

# About Us

- Mission – *The mission of the Board of Pilotage Commissioners (BPC) is to ensure against the loss of lives, loss of or damage to property and vessels, and to protect the marine environment by maintaining efficient and competent pilotage service on our State’s inland waters; and not to place in jeopardy Washington’s position as an able competitor for waterborne commerce from other ports and nations in the world, but rather to continue to develop and encourage such commerce.*
- Created by the WA State Legislature in 1935
- Governing Board of 9 members, plus staff of 3
- Pilots Licensed Since 1935 – 217
- Current Number of Pilots – 54
- [www.pilotage.wa.gov](http://www.pilotage.wa.gov)
- [2016 Annual Report](#)



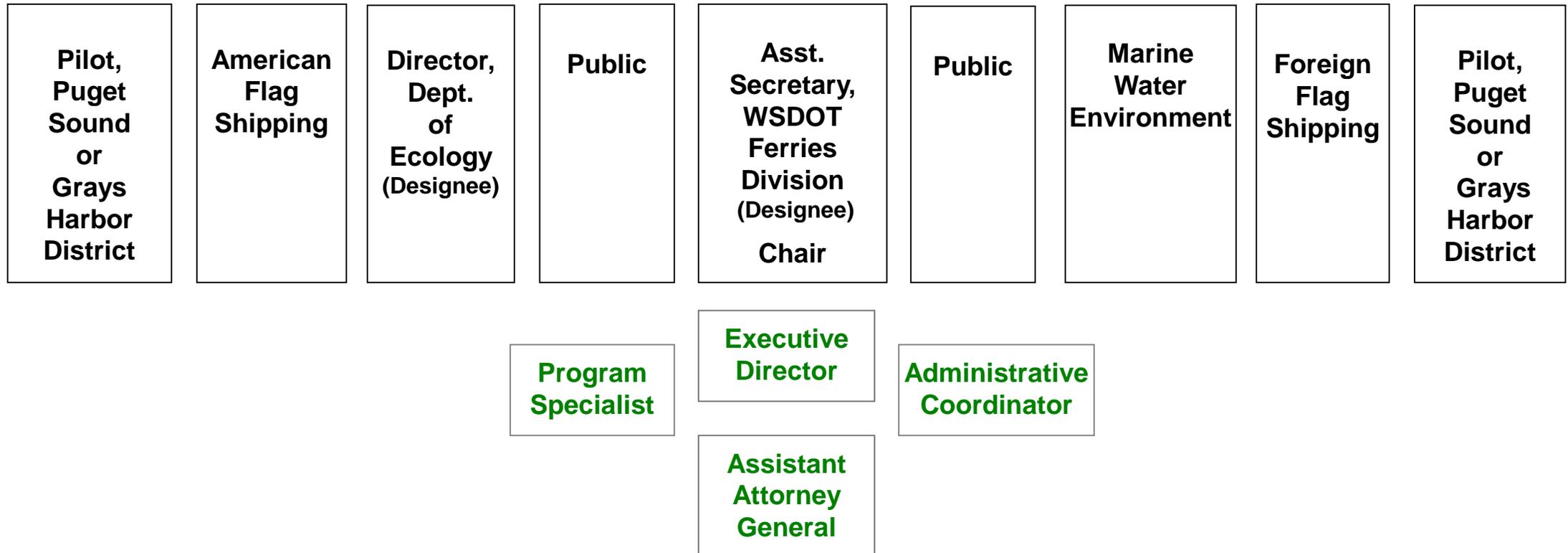
# Safety

- Quote from Captain Joe Raymond, Former Sector Puget Sound Commander and Captain of the Port, USCG:

***“When I first came here four years ago, I asked my staff to pull the safety stats and compare us to the other big ports around the country; New York, Houston, Galveston, New Orleans, LA Long Beach, San Francisco. The differences are really stunning. I will say, without hesitation, that Puget Sound is the safest large port in the country. And that’s something to be very proud of.” – Captain Joe Raymond, January 19, 2017***



## Organizational Chart per RCW 88.16.010



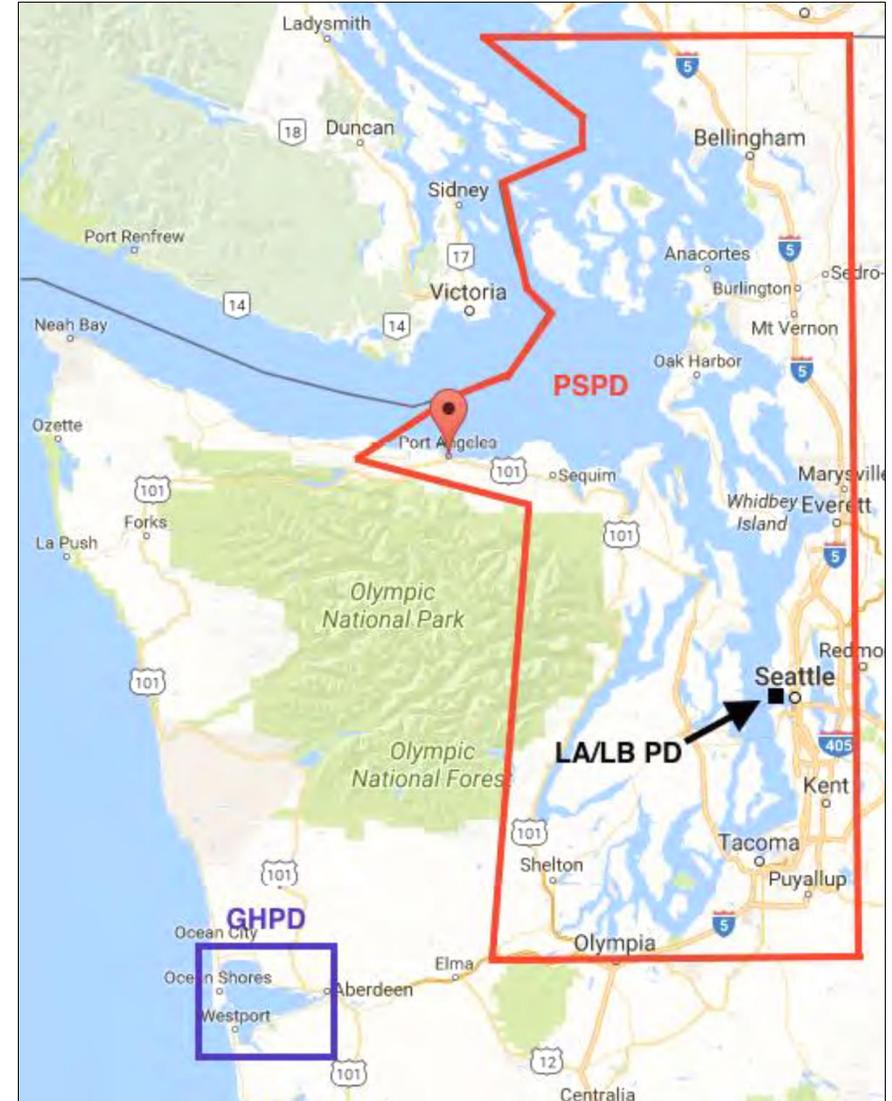
# About Our Pilotage Districts

## Puget Sound Pilotage District:

- Serviced by Puget Sound Pilots (PSP) – a private association of independent contractors (pilots)
- Begins in Port Angeles and stretches north to the Canadian Border and south to Olympia
- Pilots are dispatched out of PSP's Seattle office
- 52 pilots

## Grays Harbor Pilotage District:

- Serviced by the Port of Grays Harbor – pilots are employees of the Port
- 2 pilots





## Role of the Board

- Provide regulatory oversight of pilotage
- Propose legislation to ensure safe and compulsory pilotage
- Adopt rules and enforce adherence to the Pilotage Act, which includes discipline and/or prosecution of violators
- Train and license marine pilots
- Set annual pilotage tariffs
- Report and investigate incidents – lessons learned and continuous improvement
- Grant vessel exemptions from pilotage



**PUGET SOUND PILOTS**  
Protecting Puget Sound Since 1935



**Port of Grays Harbor**  
On Washington's Pacific Coast

## Role of PSP & Port of Grays Harbor

- Provide efficient pilotage services
  - safely and independently pilot vessels
  - dispatch pilots
  - pilot boat operation
- Administer benefits and retirement packages
- Provide tariff billing and revenue collection, and pilot operating expenses
- Coordinate continuing education for pilots

# Board Actions at Monthly Meetings

## Board Actions

- Pilot Licensing
- Pilot Licensing Upgrade Programs
- Vessel Exemptions from Pilotage
- Marine Safety Occurrences
- Incidents
- Committee Activity
  - Trainee Evaluation Committee (TEC)
  - WAC/Legislative Committee
  - Joint Diversity Committee (JDC)
- Pilot/Trainee Physicals
- Tariff Setting
- Setting the Number of Pilots

## Reports

- Staff/Chair
- Puget Sound Pilots
- Port of Grays Harbor
- Shipping Industry
- Northwest Seaport Alliance
- US Coast Guard



*The BPC met at the Port of Grays Harbor for the 8/17/17 Regular Monthly Meeting.*

# The Pipeline to Pilotage in Washington State

Master – 2 years  
Chief Mate – 10 years

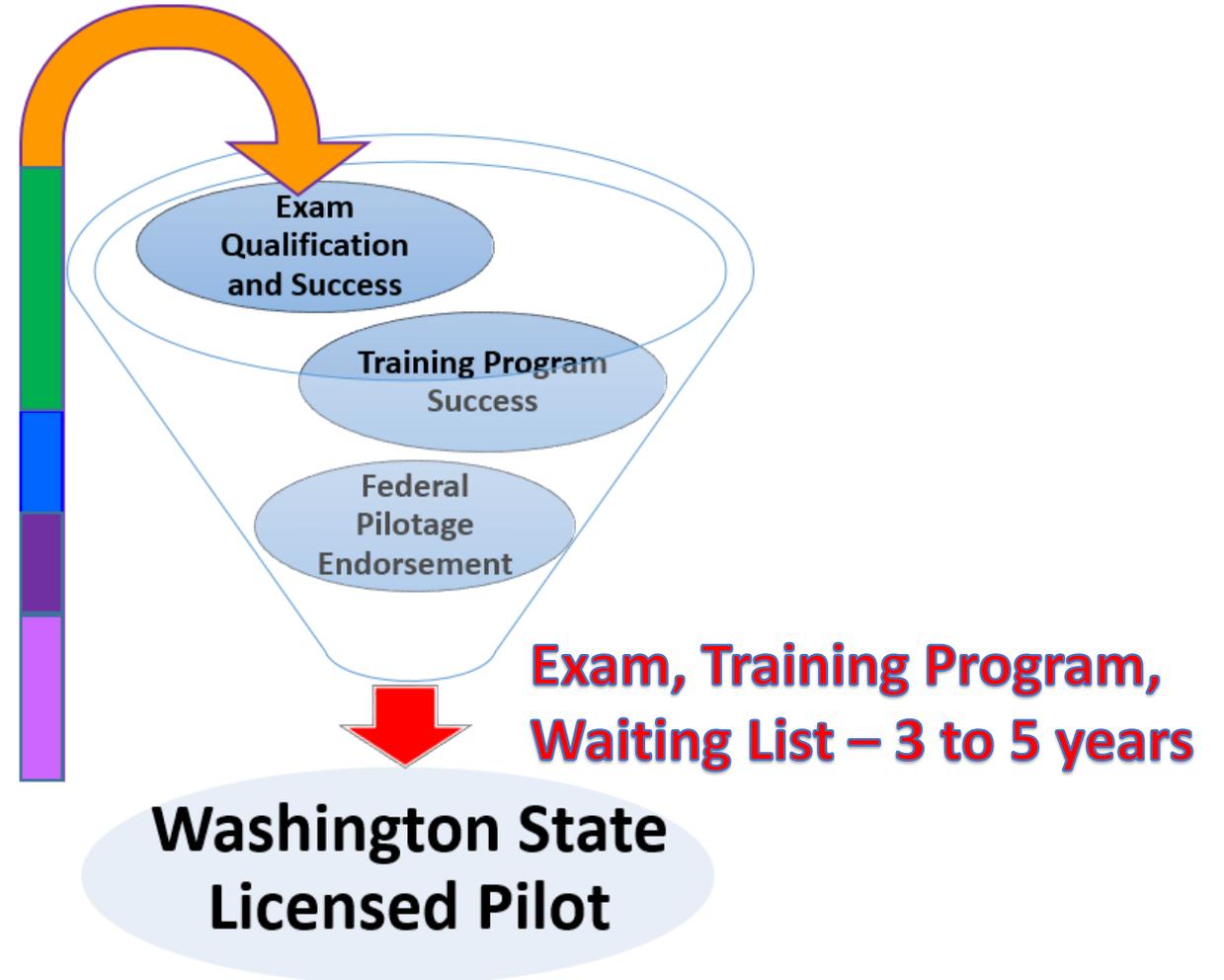
2<sup>nd</sup> Mate – 2 years

3<sup>rd</sup> Mate – 2 years

Maritime Academy / Deck – 4 years

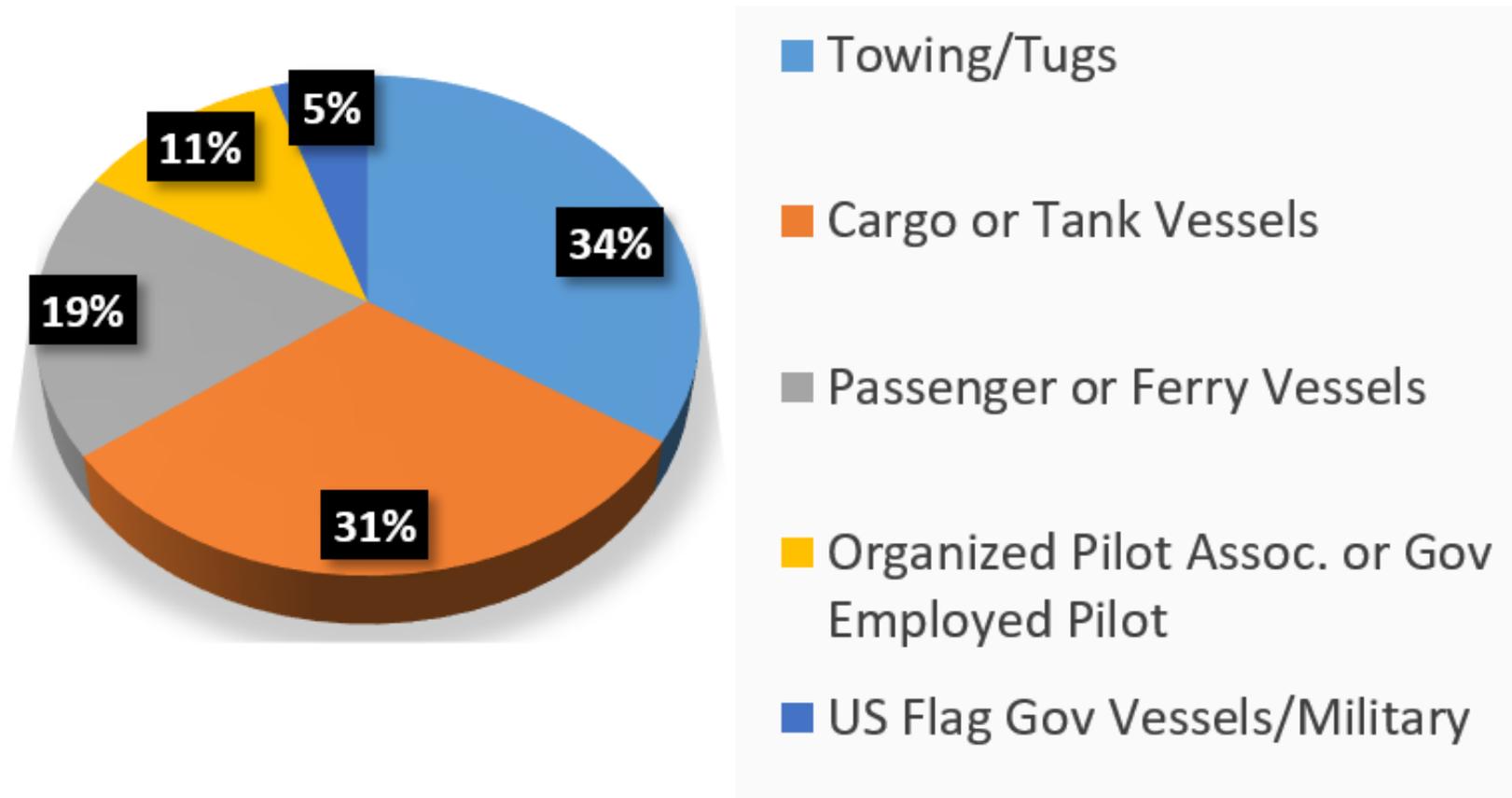
Length of Time from  
High School Graduation ≈ **25 years**

\*Minimum pilot licensing age is 25  
per [RCW 88.16.090](#)



# Source of Exam Applicants

2008, 2012, and 2016



*Total Applications Received - 97*

# Washington State Marine Pilot Exams

## Written Exam

- 22%** - Shiphandling
- 17%** - Docking and Undocking
- 13%** - Use of Anchors
- 11%** - Waterway Transit
- 11%** - Navigation
- 9%** - Safety
- 9%** - Pre-voyage Planning
- 8%** - Pilot-Master Exchange

## Simulator Evaluation

- 28%** - Ability to assimilate and prioritize all data
- 23%** - Fundamental piloting & shiphandling
- 17%** - Ability to respond in routine situations
- 11%** - Understanding of Bridge Resource Mgmt.
- 8%** - Understanding and commanding Rules of the Road
- 7%** - Ability to respond appropriately in emergency or non-routine situations
- 6%** - Ability to communicate well and project proper bridge presence

Prepared to psychometric standards under the direction of Dr. Norman Hertz, Progeny

*Exam Dates Represented - 2008, 2012, 2016, **next exam 2019***

# Puget Sound Pilotage District Training Program

- 3 Phases ≈ 300 Trips
  - Observation
  - Training
  - Evaluation
- 18 Conning Quizzes/ 2 Local Knowledge Final Exams
- Federal Pilotage Endorsement – 24 charts
- Regular TEC and Board review of training program status for each trainee
- Physical Report from Board Designated Physician for entry to the training program and annual trainee license renewal
- Average duration 15-24 months
- Trainee stipend - \$6,000/month



*From left, a vessel's Captain stands with Puget Sound pilot trainees Captains Rod Myers and Sandy Bendixen, and Puget Sound Pilot Captain Dan Brouillard*

# Role of Supervising Pilots

- Volunteers of the BPC
- Subject matter experts
- Mandatory attendance at a Train-the-Trainer session in order to supervise trainees during the Training and Evaluation phases of the program
- General principles of Train-the-Trainer
  - Positive training relationship
  - Emulate characteristics of effective trainers
  - Teach to learning styles
  - Communicate effectively
  - Use 6-step training method
    - Initiate memory/recall
    - Provide motivation
    - You do – you say
    - Both do – both say
    - They do – they say
    - Positive reinforcement
  - Common application of rating systems



*Pacific Maritime Institute instructor, Captain Bill Anderson, Jr., addresses a classroom of pilots at the September 28, 2017 Train-the-Trainer session*

# Diversity in State Pilotage

- Global Maritime Work Force – 2% Women
- 24 state pilotage districts in the U.S.
- ≈ 1,200 state pilots nationally
- 30 - 35 female state pilots nationally
- Underrepresented minorities unknown – no measure for ethnic diversity
- Washington State – 0 female pilots, 1 in training
  - Oregon – 1 female pilot, 0 in training
  - California – 0 female pilots, 0 in training
  - Alaska – 3 female pilots, 1 female deputy pilot, 3 females in training



Photo Credit: Eroll Cody

*Retired San Francisco Bar pilot Nancy Wagner, the first female marine pilot in the U.S., descends the Jacob's ladder of a vessel*



# BPC/PSP Joint Diversity Committee (JDC)



- **Established August 2016**
- **Co-chairs**
  - Sheri Tonn, Chair, Board of Pilotage Commissioners
  - Linda Styrk, Executive Director, Puget Sound Pilots
- **Goals**
  - Improve diversity
    - through improvements of awareness of marine career paths
    - by publicizing exam and training opportunities
    - by addressing economic barriers to marine pilot training/career
    - by addressing work environment barriers to marine pilot training/career
    - through examination of the routes of entry into pilot training in WA State

[www.pilotage.wa.gov/diversity\\_initiatives](http://www.pilotage.wa.gov/diversity_initiatives)



# BPC/PSP Joint Diversity Committee



**PUGET SOUND PILOTS**  
Protecting Puget Sound Since 1935

## ■ Membership

- **JDC Co-Chair** - Sheri Tonn, Chair, Board of Pilotage Commissioners
- **JDC Co-Chair** - \*Linda Styrk, Executive Director, Puget Sound Pilots
  - \*Captain Deborah Dempsey, Columbia River Bar Pilot, Retired
  - \*Captain Anne McIntyre, Pilot, Columbia River
  - Captain Eric vonBrandenfels, President, Puget Sound Pilots
  - \*Sara Thompson, BPC Commissioner, Dept. of Ecology Vessel and Oil Transfer Unit Supervisor
  - Emily Reiter, Communications & Marketing Director, Saltchuk
  - \*Maggie Williams, Executive Vice President, KALM Seas Insurance
  - Amy Scarton, Assistant Secretary, Washington State Ferries
  - \*Elizabeth Kosa, Chief of Staff, Washington State Ferries
  - Clare Petrich, Commissioner, Port of Tacoma
  - Phil Morrell, BPC Commissioner, Vice President Marine Operations, TOTE
  - Jaimie Bever, Executive Director, Board of Pilotage Commissioners

\*maritime academy graduate



# BPC/PSP Joint Diversity Committee



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## Accomplishments

- August 2016 committee established
- May 2017 BPC Training Program Evaluation Project – Psychometric Validation
- May 2017 Second qualified female pilot trainee in Puget Sound begins training
- Diversity Initiatives page added to BPC website
- Established connections with women's offshore organizations and attended 3 conferences at maritime academies focused on women's leadership.
- Partnership with Washington State Ferries on diversity initiatives

## In Progress

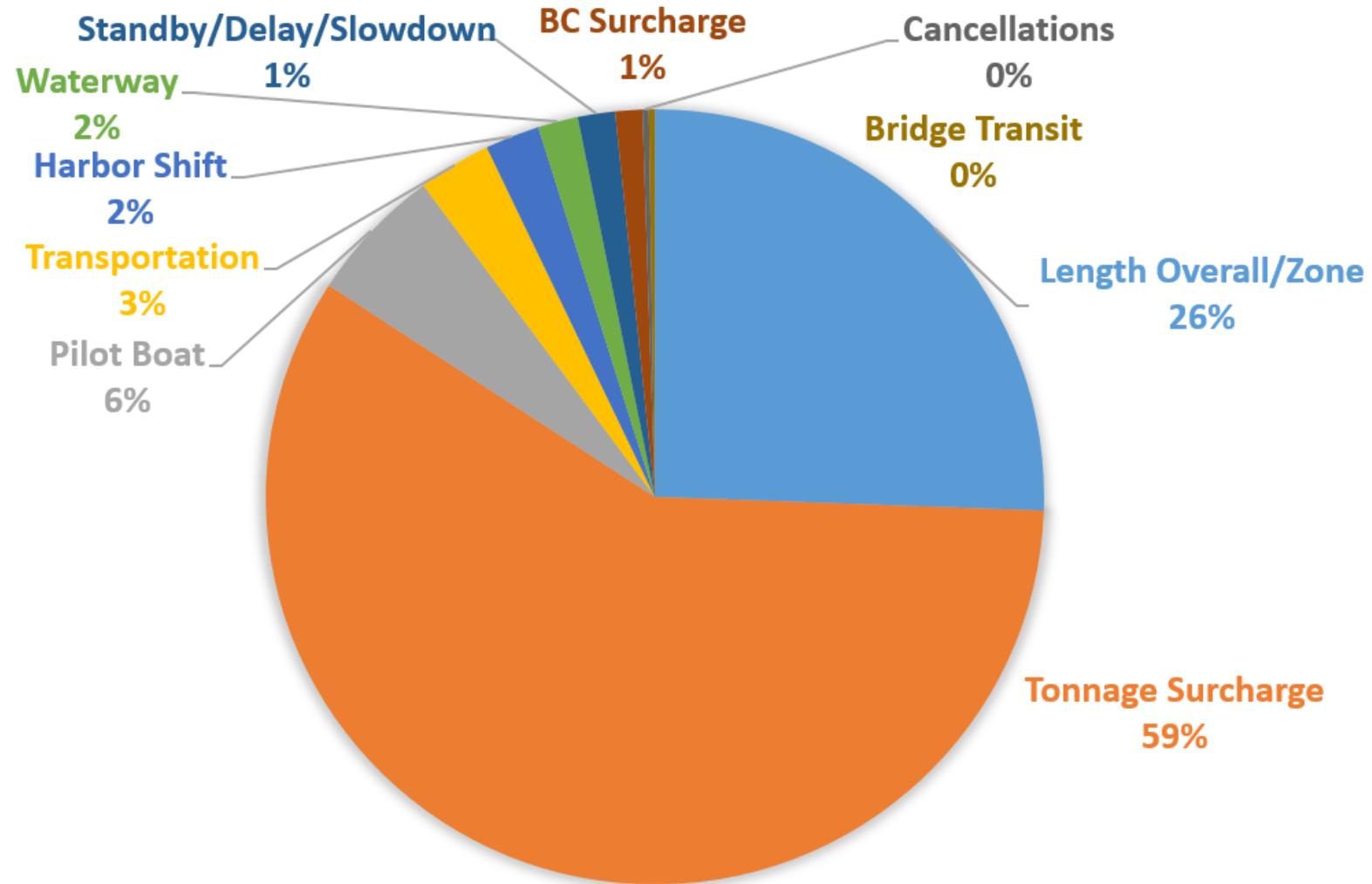
- Develop Marine Pilot Career Path Brochure
- Outreach to schools and maritime youth organizations
- Develop partnerships in maritime community
- Examination of current barriers for diverse trainee candidate pool
- Scheduled to present a session on pilotage at the CalMaritime Women on the Water conference in March 2018
- Topics of diversity considered at every Board meeting
- Internships/mentoring

## Future Endeavors

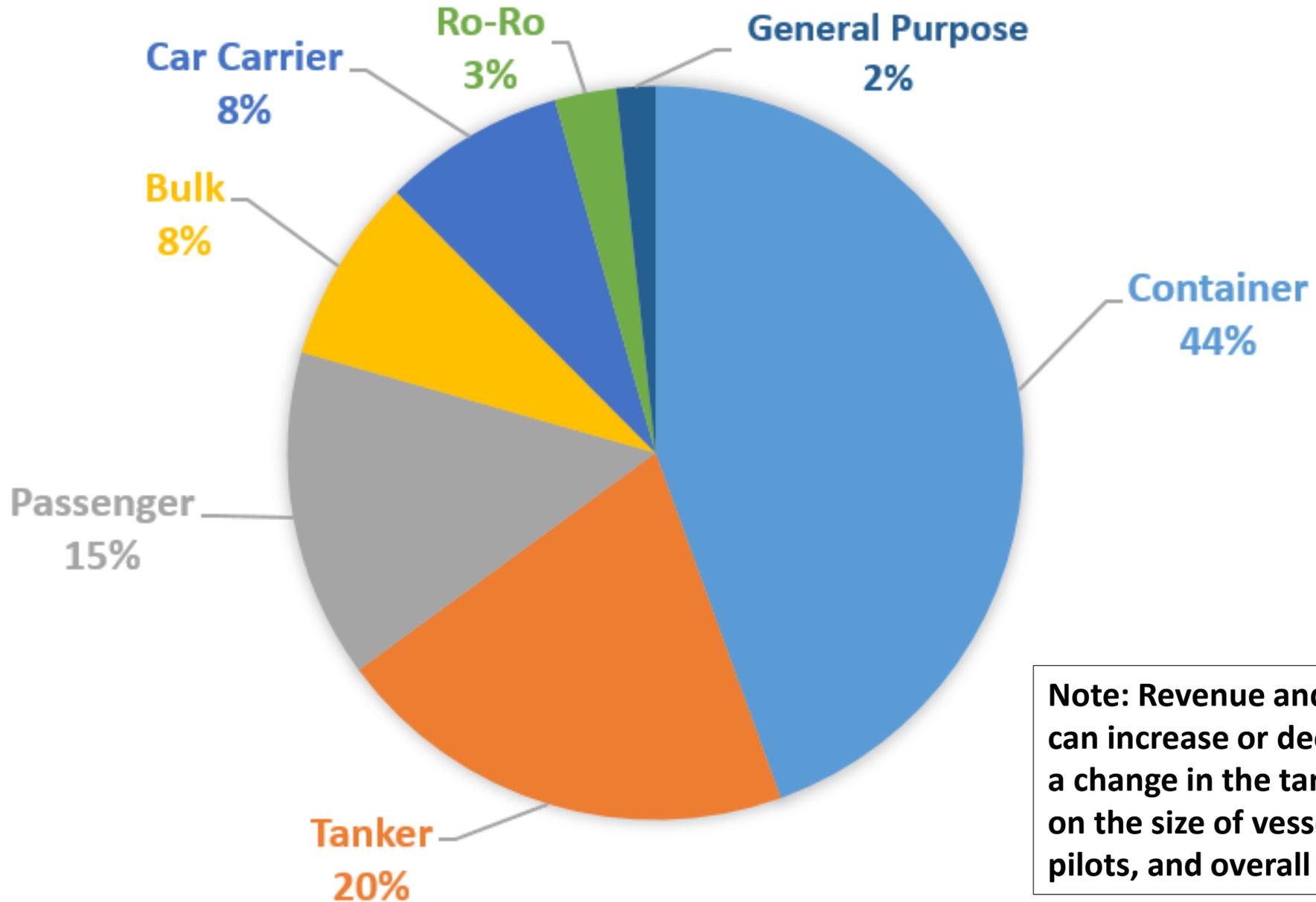
- Increased diversity in exam applicant pool
- Develop two videos regarding pilotage: one for adults, one for youth
- Survey to determine general knowledge/interest in pilotage
- Identify economic, social, and professional barriers
- Looking forward to the consultant's report on pilotage best practices

# Puget Sound Pilotage District Tariff Overview

*2016 Gross Tariff Revenue - \$34, 183,295*



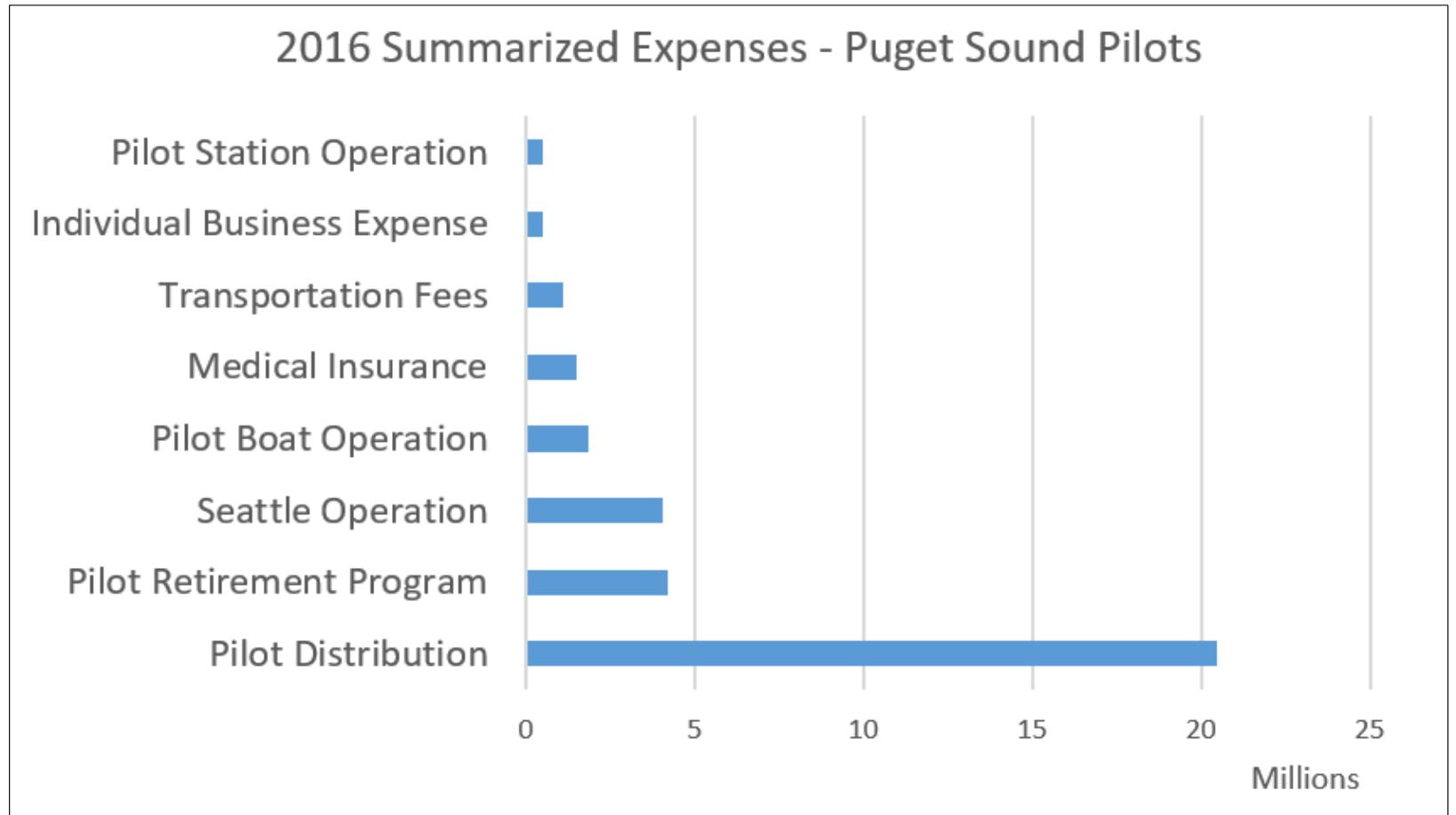
# Tariff Revenue by Vessel Type - 2016



**Note: Revenue and compensation can increase or decrease without a change in the tariff depending on the size of vessels, number of pilots, and overall workload.**

# Puget Sound Pilots Reported Expense Categories

- Infrastructure
  - Pilot Station
  - Pilot Boats
  - Dispatch/  
Personal Piloting Units
  - Seattle Office
- Safety Equipment
- Continuing Education
- Operations and Admin.
- Pilot Compensation
- Pilot Retirement Program



# Tariff Consideration

- Board members recognize the importance of their role in tariff setting
- Receive and consider data reports monthly, quarterly, and annually
- Data consistently considered for setting annual tariffs include:
  - Number of assignments
  - Changes in vessel traffic
  - Revenue trends
  - Capital projects
  - Pilotage expenses
  - Pilot compensation
  - Testimony from stakeholders

## In Closing...

- The Washington State Board of Pilotage Commissioners takes its responsibility very seriously and is committed to:
  - *Adhering to our mission of safe pilotage in Washington waters*
  - *Recruiting a diverse pool of highly qualified mariners*
  - *Providing a rigorous, nondiscriminatory, and uniform training program for all trainees*
  - *Ensuring that safe pilotage is adequately funded through tariffs*



***THANK YOU***

*Questions?*

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[BeverJ@wsdot.wa.gov](mailto:BeverJ@wsdot.wa.gov)



# Current Commissioners

**Sheri Tonn, Chair**

**Chuck Adams, Public Member**

**Ned Kiley, Public Member**

**Philip Morrell, TOTE, American Shipping Member**

**Grant Stewart, Westwood Shipping Lines, Foreign Shipping Member**

**Don Mayer, Puget Sound Pilot Member**

**Ed Marmol, Puget Sound Pilot Member**

**Sara Thompson, Dept. of Ecology Member**

**Eleanor Kirtley, Green Marine, Marine Water Environment Member**